Australian Government

Workplace Gender Equality Agency

Gender diversity by industry spreadsheet user guide

Spreadsheet instruction guide

1 September 2013

Learn/ Report/ Lead

Contents

Introduction **3**
- Purpose 3
- Background 3
- Industry classification 3

Using the spreadsheet **4**
- Enable macros 4
- Step 1. Identifying the industry 4
- Step 2. Obtaining the results 6
  - Choosing the industry division 6
  - Choosing an industry subdivision, group or class 7
  - Selecting a reference year 7
  - Navigating to the graphs 7
- Step 3. Interpreting the results 8
  - Interpreting the tables 8
  - Misinterpreting the results 9
  - Interpreting the graphs 9

Examples **9**
- Example one: comparing your organisation with the industry average 9
- Example two: using the tool to explore differences between industries 10

Troubleshooting **11**
- Deleting or modifying contents of the cells 11
- Unable to find an industry 11
- Figures are not updating 11

Further help or assistance **11**

Citation **12**

Appendices **13**
- Appendix A: Identifying the industry 13
  - Using the spreadsheet 13
  - Using ABS resources 14

Glossary **15**

Introduction

Purpose

The purpose of the "Gender diversity by industry spreadsheet" (the spreadsheet) is to enable a wide variety of stakeholders including organisations that report to the Workplace Gender Equality Agency (Agency), media, academics and other members of the general public to easily access the aggregated workplace profile data, collected annually by the Agency. By making this information available, organisations are able to compare their gender data with other groups such as organisations within a particular industry, size and state, as well as providing trends over time.

Background

Based on the former *Equal Opportunity for Women in the Workplace Act 1999* (EOWW Act), each year non-public sector businesses with 100 or more employees (relevant organisations) were required to report their workplace profile to the Agency. The workplace profile included a breakdown of an organisation's workforce structure, including the number of female and male employees by employment status.

The "Gender diversity by industry spreadsheet" contains aggregated data based on these workplace profiles, starting from the 2004-05 reporting period to the most recently completed reporting period 2011-12, which saw 2,800 reporting organisations report to the Agency. The spreadsheet includes data on percentages of female employees by employment status (full-time, part-time and casual) and by broad management level (CEO or manager). This information is further disaggregated by four employee size categories and state or territory within each industry division, subdivision, group and class, as well as year.

As outlined by the new *Workplace Gender Equality Act 2012* (Act) (replacing the former EOWW Act), the 2012-13 reporting period allowed reporting organisations to transition to the new reporting regime before coming into full effect in 2013-14. Under the new Act, relevant organisations will be required to report against a set of six standardised gender equality indicators (GEIs). For more information on the new reporting regime refer to the WGEA website.

Industry classification

Industries are coded according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) system developed by the Australian Bureau of Statistics (ABS). It is the national framework for classifying industries according to primary activities of organisations and commonly used for assigning organisations to an industry for classification purposes such as the Australian Business Register and the ABS Census.

While ANZSIC covers all organisational types in Australia, including private businesses, government agencies and not-for-profit organisations, only non-public sector employers with 100 or more employees are required to report to the Agency. Therefore the data contained in the spreadsheet will only contain information on reporting organisations.

This industry classification system has a hierarchical structure that starts with a broad industry division that is coded with a letter. There are three levels underneath the industry division, differing in their level of detail, with the fourth level providing the most detailed industry classification. These three levels are coded with a number. Each relevant organisation is classified under each industry reporting level: into an industry division, then subdivision, then group and then class.

For example, Organisation X, a health insurance company, is reported under the following classifications:

- Division K Financial and insurance services
- Subdivision 63 Insurance and superannuation funds

- Group 632 Health and general insurance
- Class 6322 Health insurance

Each relevant organisation is categorised into an industry according to the predominant activities or main function of the organisation. Primary activities of the organisation are based upon sales of goods and services, wages, number of employees or primary function of the organisation. For example, if the organisation had 90% of their staff working in one section of the business, the day-to-day business duties of this area would be considered their primary activity.

Note that you cannot accurately determine the industry by the title alone, and so must use an organisations' primary activity to identify the relevant industry.

For example, Organisation A's primary activity is fishing and Organisation B's primary activity is fish wholesaling. While these two organisations both work with fish, their primary activities are different. So based on these primary activities, Organisation A is classified under the Agriculture, Forestry and Fishing industry, while Organisation B is classified under the Wholesale Trade industry.

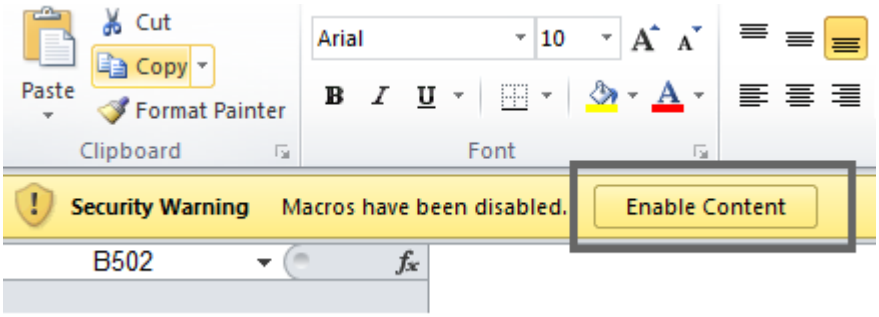
The ABS website provides specific definitions and a list of primary activities and exclusions of each industry class to assist in determining the correct industry required. For further information, please refer to the ABS reference guide: http://www.abs.gov.au/ausstats/abs@.nsf/mf/1292.0

Using the spreadsheet

The spreadsheet is only compatible with versions of excel from 2007 onwards. If you have an early version of excel and would like some of the information provided in this spreadsheet, please contact the Agency to request this information. See further help or assistance section for contact details.

Enable macros

The spreadsheet works best when macros are enabled. To enable macros, when the file is first open ensure you press enable content and confirm this is a trusted source. An example output from excel is shown below:



If you are unable to enable macros you will still be able to use this tool, however, you will not be able to navigate using the buttons throughout the spreadsheet. Instead, you will need to use the tabs at the bottom to navigate to the sheets you want.

Step 1. Identifying the industry

There are two ways to determine which industry you are after.

On some occasions you already will know what industry your organisation is in, or which industry in particular you are after. However, if you are unsure of which industry you are looking for, the first way to identify your industry is to use the spreadsheet. The 'Complete ANZSIC List' tab displays all the industries, mapped to each industry level classification.

Another way to identify your industry is to go to the ABS ANZSIC page from the ABS ANZSIC definitions button in the Complete ANZSIC List tab, which provides definitions and primary activities of each industry and a link to the ABS ANZSIC search page to search by primary activity. Refer to the Industry classification section to understand how to determine primary activities of an organisation.

Using the spreadsheet

- To navigate from the Home tab, click on the Complete ANZSIC list button.
- Start at the ANZSIC division column (Column B) as this provides the broadest 19 industry level classifications. To the right of Column B click on the arrow to display the drop down list of industries.
- Click on 'select all' to uncheck all the industries.
- Scroll down the list of industries and pick the broad industry category you are after. If you are unsure which specific industry, you can select more than one.
- Press ok when you have finished with your selection. This will filter the results in all the columns so now only the selected industry sub levels will be displayed.

For example, filtering by mining will display the following results:

ANZSIC Division	Code	ANZSIC Sub Division
Mining	06	Coal Mining
Mining	07	Oil and Gas Extraction
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	09	Non-Metallic Mineral Mining and Quarrying
Mining	09	Non-Metallic Mineral Mining and Quarrying
Mining	09	Non-Metallic Mineral Mining and Quarrying
Mining	10	Exploration and Other Mining Support Services
Mining	10	Exploration and Other Mining Support Services
Mining	10	Exploration and Other Mining Support Services

- You can repeat this process with the other columns until you have a list short enough to select the specific industry class that you require.
- If you are unsure of the correct industry click on the ABS ANZSIC definitions button. This will take you to the ABS website which lists the ANZSIC divisions. Click on the relevant division, then subdivision, then group and then class. This will take you to the definition and list of primary activities of the industry class. If this description matches the primary activity of your organisation then this will be the industry your organisation is categorised under.

For example:

If you work in the recruitment services industry you would begin by filtering the ANZSIC division by selecting only the administration and support services. There are only a total of 12 industry classes under this division so the list is quite manageable to find the specific industry class. Go to the final column and at the top of the list is employment placement and recruitment services, which sounds like a good match. Finally, to ensure this is the correct industry, navigate to the ABS ANZSIC definitions page and click on the following links:

- Division N Administration and support services
- Subdivision 72 Administration services
- Group 721 Employment services
- Class 7211 Employment placement and recruitment services

This will allow you to bring up the details of this industry so you can confirm this is the correct industry based on the primary activities and exclusions listed

Using ABS resources

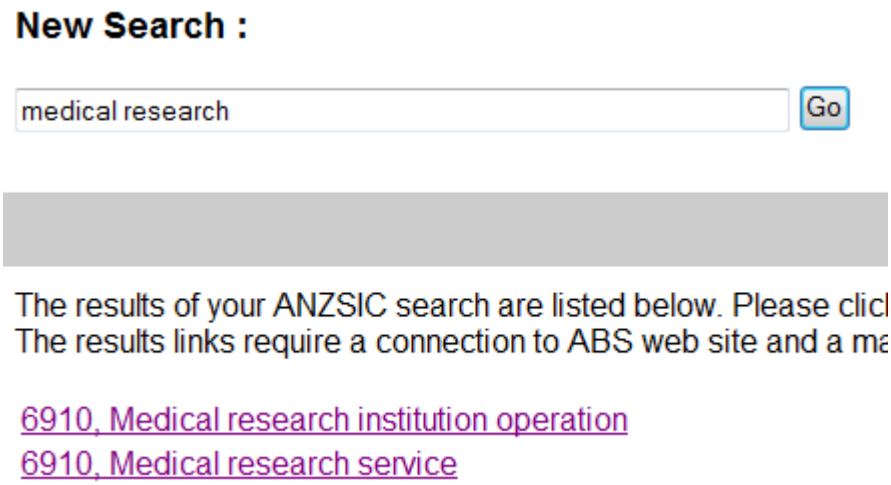
The search functionality on the ABS ANZSIC page will also enable you to search by primary activity. If you are not sure which industry suits your organisation from the list you can navigate to the ABS ANZSIC search page and type in your primary activity.

- From the Complete AZNSIC List tab, click on the ABS ANZSIC search page button to navigate to the search functionality on the ABS website.
- Type in the primary activity of your organisation. Only type in one primary activity at a time.
- The search functionality will list all the primary activities which match exactly with your search criteria, with the class code of the industry next to it.

This search functionality will only return results that are an exact match so if you search for employment services there will be no industries however, if you search employment service this will return an industry.

For example:

If you work in medical research, you can type in medical research into the search page and this will return two industry classes, both from the same industry (identified by the industry code), as shown below:


New Search :
medical research
Go
The results of your ANZSIC search are listed below. Please clicl
The results links require a connection to ABS web site and a ma
6910, Medical research institution operation
6910, Medical research service

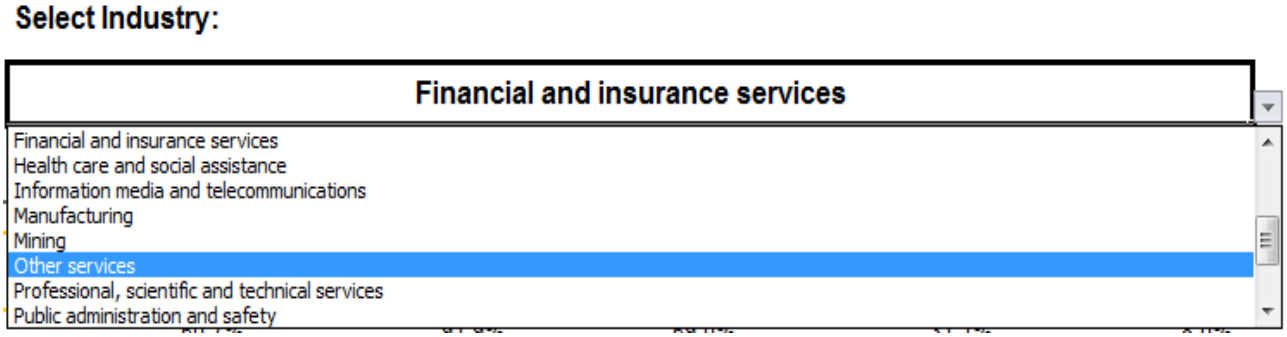
Click on either link to identify the industry as class 6910 scientific research services.

Step 2. Obtaining the results

Choosing the industry division

In the spreadsheet the Home tab allows you to navigate through to the different industry classification levels, depending on the amount of detail you require from your industry classifications.

- To navigate to data aggregated by Industry Division, click on the Industry Division button from the Home tab.
- Once in the Industry Division tab, select the industry you would like from the drop down menu, as shown below:



- When you have selected the Industry Division, the figures in the tables will automatically update to reflect the industry that you have selected. This may take up to 30 seconds depending on your computer and the version of excel that you are using.
- You are also able to copy the tables directly to another document such as a word template or power point presentation if desired.

Choosing an industry subdivision, group or class

Return to the Home tab and click on the desired industry level classification (for example, click on the Industry Subdivision button and this will bring you to the Industry Subdivision tab). The steps described above can be used again to navigate to the desired industry group or class.

It is important to note that you may find that you are looking for an industry under the Industry Group tab or Industry Class tab drop down menu and it is not there, despite it being in the ABS ANZSIC List tab. This is because there are no organisations that report to the Agency that are classified under this industry.

Selecting a reporting period

On each industry level classification tab there is also the functionality to choose the year for which you would like to view aggregated results by organisation size and state. The year refers to the reporting period for reporting organisations, which covers 1 April in one year to the 31 March in the following year. For example, the 2011-12 reporting year covers from the 1 April 2011 to the 31 March 2012.

To change the date:

- Click on the cell containing the date
- Click on the arrow to open a drop down menu
- Choose the desired reporting period
- The Aggregated Results by Organisation size table and Aggregated Results by State or Territory table will automatically update. This may take up to 30 seconds depending on your computer and the version of excel you are using.

Navigating to the graphs

Data presented in the various tabs can also be viewed in a graphical format. The graphs display the yearly results from the Trends Results table.

For example:

- In the Industry Divisions tab click on the Go to graphs button in the top left corner. This will take you to the Industry Division Graphs tab.
- The Industry Division Graphs tab displays six graphs that show trends over the last eight reporting years for the selected industry.
- You are able to copy any of the graphs directly into another document, such as a word template or power point if desired.

The steps described above can be used again to navigate to the Industry Group Graphs tab or Industry Class Graphs tab.

Step 3. Interpreting the results

Interpreting the tables

Each industry level classification tab has three tables:

1. Trend Results
2. Aggregated Results by Organisation Size
3. Aggregated Results by State or Territory

Each table displays the percentage of females in each employment status category and management or CEO level,[1] as well as the number of organisations, within each selected industry.

1. Trend Results table

The Trend Results table displays the results over the last eight reporting years, identifying changes in an industry group's workplace profile data over time. For example, Table 1 below shows the percentage of full-time female employees has been steadily increasing from 11.5% to 15.6% over the last eight years.

Table 1: Trend results by selected industry

Year	No. of orgs	% total females	% full-time females	% part-time females	% casual females	% female managers	% of female CEOs
2004-05	43	12.6%	11.5%	83.8%	30.1%	10.0%	2.3%
2005-06	46	12.5%	11.4%	70.5%	34.9%	8.5%	0.0%
2006-07	52	12.9%	11.9%	76.6%	24.4%	13.3%	1.9%
2007-08	53	14.2%	12.9%	65.2%	37.6%	12.0%	3.8%
2008-09	64	14.5%	13.3%	87.1%	34.4%	11.6%	4.7%
2009-10	74	15.0%	13.5%	88.1%	33.3%	11.6%	4.1%
2010-11	82	16.2%	14.6%	79.2%	34.7%	13.1%	3.7%
2011-12	89	17.0%	15.6%	76.3%	29.9%	13.7%	2.2%

2. Aggregated Results by Organisational Size table

The Aggregated Results by Organisation Size table shows the industry results by the size of the organisations based on number of employees. Organisation size has been categorised by four levels:

- 0-249 employees
- 250-499 employees
- 500-999 employees
- 1000+ employees

This table allows you to analyse the percentages of women employed within a specific industry and organisation size.

3. Aggregated Results by State or Territory table

The Aggregated Results by State or Territory table shows the industry results according to the location of reporting organisations' head offices, broken down by the eight states and territories within Australia. This table can be used to investigate the potential differences of geographic location on the percentage of females within each category.

[1] The percentages have been calculated by dividing the number of females in a category by the total number of employees in said category ie. % of full-time females is calculated as number of full-time females divided by the total number of full-time employees

Misinterpreting the results

The data contained in the spreadsheet presents statistics on the percentage of females within each industry and is aggregated by organisation size and state location if desired. It is important to remember that the spreadsheet does not infer causality, it merely presents the results and can be used as a tool to facilitate a more detailed and rigorous investigation of gender representation across industry, organisation size and state or territory.

Another important consideration is to pay attention to the number of organisations in the particular group (or row) of interest. In some instances there will be issues with small sample sizes (number of organisations) that will affect the percentage calculations. When a row has less than 10 organisations, this is considered a small sample size, and slight changes to these numbers over time can result in big differences in the reported percentages. Therefore percentages that are based on small sample sizes (less than 10 organisations) must be interpreted with caution. This is particularly pertinent in the group and class industry pages as there is less likely to be a large number of organisations classified at this detailed level.

For example, Table 2 shows the total number of organisations in the selected industry is 13. The percentages in the other rows which break down the total number of organisations by organisation size categories vary widely, particularly in the percentage of female CEOs column. While this may be because there are actual differences in percentages in different organisation sizes, more likely, it is because there are a small number of organisations in each category that have inflated or deflated the results.

Table 2: Organisation results by selected industry

Organisation Size	No. of orgs	% total females	% full-time females	% part-time females	% casual females	% female managers	% of female CEO's
0 – 249	4	85.9%	80.8%	94.7%	93.6%	81.2%	50.0%
250 – 499	3	70.2%	61.5%	82.0%	62.2%	56.5%	66.7%
500 – 999	3	65.9%	58.5%	82.4%	76.6%	43.5%	0.0%
1000+	3	80.6%	63.7%	93.1%	87.8%	71.9%	0.0%
Total	**13**	**76.4%**	**63.0%**	**90.6%**	**82.1%**	**64.3%**	**30.8%**

Interpreting the graphs

A visual representation, such as a graph, will often help to identify key trends. Graphs are linked to the Trends Results table for each industry level classification (for example, graphs in the Industry Division Graphs tab are linked to the Trend Results data table in the Industry Division tab). Each column in the Trend Results table is associated with a separate graph and can be identified by the title in each graph. Each graph displays percentages on the vertical axis and the reporting period on the horizontal axis.

Examples

Example one: comparing your organisation with the industry average

You are a Human Resources consultant working in an engineering firm. You are preparing a brief on the percentage of female managers for the executive committee and need to know how your organisation compares to others in your industry.

Step 1. Identifying the industry

First you must identify what industry level classification is required for the brief. The ANZSIC classification system is based on primary activities. See Using ABS resources for further details.

You have identified that your primary activity is engineering consultancy. From the Complete ANZSIC List tab you click the ABS ANZSIC search page button. This brings you to the ABS ANZSIC search page and you search for engineering consulting. This identifies your industry as Class 6923 Engineering design and engineering consulting services.

Step 2. Obtaining the results

Returning to the spreadsheet, from the Home tab navigate to the Industry Class tab, and choose engineering design and engineering consulting services from the drop down list. This will update the values of the percentage of female employees, including female managers, in the three tables.

Step 3. Interpreting the results

There is the opportunity to aggregate the results further and select the specific organisation size or state location that applies to your organisation.

It is important to check if any of the rows contain less than 10 organisations as this may not provide data that are accurate (see Misinterpreting the results for further information). It is therefore important to check the number of organisations column against the row that you require. If the number of organisations is less than 10, these results must be interpreted with caution.

You are interested in investigating changes in the percentage of female managers over time and you refer to the Trend Results table. You then copy over specific figures as needed.

For the trend results you decide a visual representation will make trends easier to identify so you click the Go to graphs button and copy the percentage of female managers trends over time graph to insert into your document.

Example two: using the tool to explore differences between industries

You are looking for information on male-dominated industries for an article for a university paper. From the women in workforce: by industry fact sheet you have identified that the construction industry has the lowest percentage of female employees. You would like to compare the sub industries to see if there are considerable differences in gender distribution within the industry at a more detailed level.

Step 1. Identifying the industry

You have already identified the industry division you are looking for. To explore this industry in further detail, you navigate to the Complete ANZSIC List tab. You filter the results by construction in Column B to display the more detailed industry level classifications. From the ANZSIC Subdivision list in Column D you decide to compare construction services and building construction.

Step 2. Obtaining the results

From the Home tab, navigate to the Industry Subdivision tab. As the list is in alphabetical order, first check the building construction subdivision. Copy all three tables (trend results, aggregate results by organisation size and aggregate results by state or territory) into another document, such as excel. Finally, repeat this process for the construction services subdivision.

Step 3. Interpreting the results

Now that you have the necessary data side by side you can directly compare the difference between the two subdivisions. From the trend results table, you notice that both subdivisions have a similar percentage of female employees however there are large differences in the percentage of females that work part-time and casually. Also the construction services subdivision has a higher percentage of female managers than the building construction subdivision. You decide you will investigate further by speaking to the relevant industry bodies and using the resources in your university library to understand why there are such differences between these two similar industries.

Troubleshooting

Deleting or modifying contents of the cells

If you accidently clear the figures from a table, you can press crtl+z to undo the mistake. This will undo the last action you completed so make sure that if you do delete the contents of any of the cells immediately undo the action by pressing crtl+z.

If you make significant mistakes or errors in the spreadsheet that results in unfixable changes, shut down the version you were using and download the spreadsheet from the WGEA website again.

Unable to find an industry

There are two possible reasons you may not be able to find the industry:

1. The industry you are after may not be defined or named as part of the ANZSIC classification as you expect it to be. You will need to follow the steps in Appendix A: Identifying the industry to match the industry you are after with the industries specified in ANZSIC.
2. There are no organisations in this industry level classification that have reported to the Agency in the eight years to the 2011-12 reporting period. This is because either they are not required to report or are a waived organisation, so the Agency does not have figures for the period that they have been waived.

Figures are not updating

There could be a number of different reasons why the data in the tables and graphs is not updating. Some common reasons are:

- The figures are updating slower than you expect. The spreadsheet is quite large so in some instances the figures may take up to 30 seconds to update, depending on your system capabilities and the version of excel you are using
- The figures have changed only slightly so it is not obvious they have updated
- You have not selected the industry or date correctly. Ensure the industry and date up the top of the page are correct. If not, follow the instructions on how to select an industry above
- You have changed the date but the trend results table has not changed. This table will not update when the date has been changed

One way to check if there is something wrong is to go to the Industry Division tab and select the mining industry from the drop down list and wait for the figures to update. After noting the numbers in the tables, then go and select the education and training industry. Due to differences in their employment percentages (for example, there are more women employed full-time in the education and training industry than in the mining industry), the contrasting percentages should indicate that the spreadsheet is working.

If none of the above advice helps shut down the version you were using and download the spreadsheet from the WGEA website again.

Further help or assistance

Please contact the Agency via email wgea@wgea.gov.au or telephone 02 9432 7000 or 1800 730 233.

Citation

When using this information publically please ensure WGEA is referenced as follows:

The spreadsheet instruction guide:

Workplace Gender Equality Agency (2013), "*Gender diversity by industry guide",* Sydney, Workplace Gender Equality Agency.

The "Gender diversity by industry spreadsheet":

Workplace Gender Equality Agency (2013), "*Gender diversity by industry spreadsheet"*, Sydney, Workplace Gender Equality Agency.

Appendices

Appendix A: Identifying the industry

Using the spreadsheet

- To navigate from the Home tab, click on the Complete ANZSIC list button.
- Start at the ANZSIC division column (Column B) as this provides the broadest19 industry level classifications. To the right of \ Column B click on the arrow to display the drop down list of industries.
- Click on 'select all' to uncheck all the industries.
- Scroll down the list of industries and pick the broad industry category you are after. If you are unsure which specific industry, you can select more than one.
- Press ok when you have finished with your selection. This will filter the results in all the columns so now only the selected industry sub levels will be displayed.

For example, filtering by mining will display the following results:

ANZSIC Division	Code	ANZSIC Sub Division
Mining	06	Coal Mining
Mining	07	Oil and Gas Extraction
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	08	Metal Ore Mining
Mining	09	Non-Metallic Mineral Mining and Quarrying
Mining	09	Non-Metallic Mineral Mining and Quarrying
Mining	09	Non-Metallic Mineral Mining and Quarrying
Mining	10	Exploration and Other Mining Support Services
Mining	10	Exploration and Other Mining Support Services
Mining	10	Exploration and Other Mining Support Services

- You can repeat this process with the other columns until you have a list short enough to select the specific industry class that you require.
- If you are unsure of the correct industry click on the ABS ANZSIC definitions button. This will take you to the ABS website which lists the ANZSIC divisions. Click on the relevant division, then subdivision, then group and then class. This will take you to the definition and list of primary activities of the industry class. If this description matches the primary activity of your organisation then this will be the industry your organisation is categorised under.

For example:

If you work in the recruitment services industry you would begin by filtering the ANZSIC division by selecting only the administration and support services. There are only a total of 12 industry classes under this division so the list is quite manageable to find the specific industry class. Go to the final column and at the top of the list is employment placement and recruitment services, which sounds like a good match. Finally, to ensure this is the correct industry, navigate to the ABS ANZSIC definitions page and click on the following links:

- Division N Administration and support services
- Subdivision 72 Administration services
- Group 721 Employment services
- Class 7211 Employment placement and recruitment services

This will allow you to bring up the details of this industry so you can confirm this is the correct industry based on the primary activities and exclusions listed

Using ABS resources

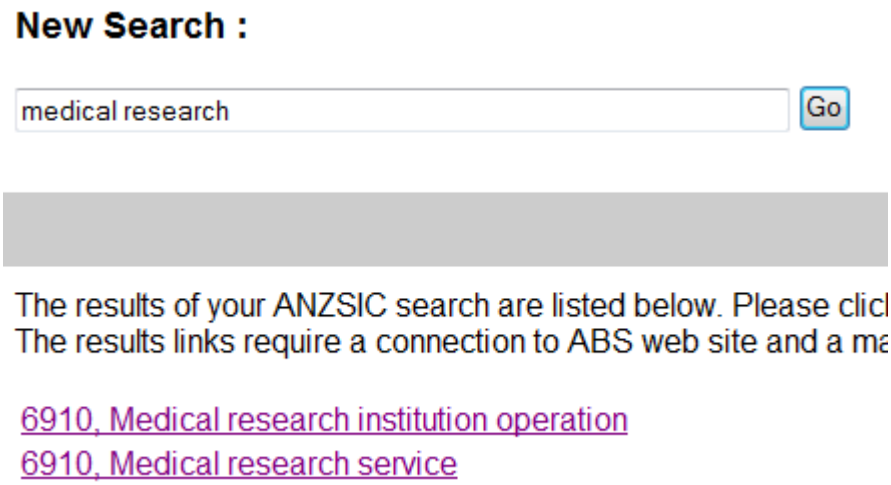
The search functionality on the ABS ANZSIC page will also enable you to search by primary activity. If you are not sure which industry suits your organisation from the list you can navigate to the ABS ANZSIC search page and type in your primary activity.

- From the Complete AZNSIC List tab, click on the ABS ANZSIC search page button to navigate to the search functionality on the ABS website.
- Type in the primary activity of your organisation. Only type in one primary activity at a time.
- The search functionality will list all the primary activities which match exactly with your search criteria, with the class code of the industry next to it.

This search functionality will only return results that are an exact match so if you search for employment services there will be no industries however, if you search employment service this will return an industry.

For example:

If you work in medical research, you can type in medical research into the search page and this will return two industry classes, both from the same industry (identified by the industry code), as shown below:


New Search :
medical research
Go
The results of your ANZSIC search are listed below. Please clicl
The results links require a connection to ABS web site and a ma
6910, Medical research institution operation
6910, Medical research service

Click on either link to identify the industry as class 6910 scientific research services.

Glossary

- Australian Bureau of Statistics (ABS) – Australia's national statistical agency that provides key statistics on a range of economic, environmental and social issues.
- The Census of Population and Housing (ABS Census) – The largest statistical collection undertaken by the ABS, aimed to measure the number and key characteristics of people and dwellings in Australia on Census Night.
- Australian Business Register (ABR) – A database of registered Australian businesses.
- Australian and New Zealand Standard Industrial Classification (ANZSIC) – The national framework for classifying industries according to primary activities of organisations, developed by the ABS.
- Class – Fourth level of industrial classification in ANZSIC (coded with four digits).
- Division – Broad level of industrial classification in ANZSIC (coded with a letter).
- Group – Third level of industrial classification in ANZSIC (coded with three digits).
- Subdivision – Second level of industrial classification in ANZSIC (coded with two digits).
- *Workplace Gender Equality Act 2012* – An Act that establishes the Workplace Gender Equality Agency and requires non-public sector businesses with 100 or more staff to promote gender equality in the workplace.
- Workplace Gender Equality Agency (WGEA) – An Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces.